

**Equal Employment Opportunity Data Posted Pursuant to  
the No Fear Act of 2002 Title III:**

Agency/Sub-element:NRCS

Date as of 06/30/2006- End of 3rd Quarter FY2006

**Complaint Activity**

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Activity	2006 end of 3 <sup>rd</sup> QTR	2005	2004	2003	2002	2001
Number of Complaints Filed in FY 1614.704(a)	38	58				
Number of Complainants 1614.704(b)	36	50				
Repeat Filers 1614.704(c)	2	2				

**Complaints by Issue**

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Issue	2006 end of 3 <sup>rd</sup> QTR	2005	2004	2003	2002	2001
Appointment/Hire	0	6				
Assignment of Duties	3	17				
Awards	0	0				
Conversion to Full- time	0	0				

<b>Disciplinary Action</b>						
Demotion	0	4				
Reprimand	2	2				
Suspension	0	0				
Removal	0	0				
Other	0	1				
Duty Hours	0	0				
Evaluation Appraisal	2	6				
Examination/Test	0	0				
<b>Harassment</b>						
Non-Sexual	8	15				
Sexual	1	2				
Medical Examination	0	0				
Pay (Including Overtime)	0	0				
Promotion/Non-Selection	14	18				
<b>Reassignment</b>						
Denied	0	1				
Directed	2	6				
Reasonable Accommodation	0	2				
Reinstatement	0	1				
Retirement	0	1				
Termination	5	5				
Terms/Conditions of Employment	4	16				
Time and Attendance	0	2				

Training	0	4				
Other	12	15				

Complaints by Basis

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data				
Basis	2006end of 3 <sup>rd</sup> QTR	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
Race	15	26				
Color	5	8				
Religion	0	4				
National Origin	5	7				
Sex (including complaints filed under Equal Pay Act)	9	25				
Disability	6	11				
Age	16	21				
Reprisal	21	32				
Other (Non-EEO)	3	20				

Complaints Pending from Previous Fiscal Years by Status

29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data				
Pending Status	2006end of 3 <sup>rd</sup> QTR	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
Total complaints from previous Fiscal Years 704(k)(1)	97	91				
Total Complainants	58	33				

704(k)(2)						
<b>Number complaints pending [as of 9/30]: 704(k)(3)</b>						
Investigation	19	15				
ROI issued, pending Complainant's action	4	28				
Hearing	41	50				
Final Agency Action	42	30				
Appeal with EEOC Office of Federal Operations	0	0				

Processing Time (Average Days)

<b>29 CFR §1614.704(f)</b>			
<b>Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is accomplished during any time of the then fiscal year..."</b>		<b>2006end of 3<sup>rd</sup>QTR</b>	
		<b>Number</b>	<b>Average Days</b>
All complaints in Investigative Stage	1614.704(f)(1)	35	173.8
All complaints in Final Agency Action Stage		7	353.29
All complaints in which Hearing was not requested	1614.704(f)(2)	24	226.12
Time in Investigation Stage		18	167.39
Time to issue Final Agency Action		6	402.33
All complaints in which a Hearing was requested	1614.704(f)(3)	18	173.83
Time in Investigation Stage		17	180.59
Time to issue Final Agency Action		1	59

### Complaints Dismissed by Agency

29 CFR §1614.704(g)		29 CFR §1614.705 Comparative DataPrevious Fiscal Year Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	2006end of3 <sup>rd</sup> QTR	2005	2004	2003	2002	2001	
Total Complaints Dismissed by Agency	1	6					
Average days pending prior to dismissal	381	434					

### Total Final Agency Actions Finding Discrimination

29 CFR §1614.704(h)				29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Finding Discrimination	2006end of 3 <sup>rd</sup> QTR		2005		2004		2003		2002		2001		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings 704(h)(1)	0		2										
Without Hearing 704(h)(2)	0	0	0	0									
With Hearing 704(h)(3)	0	0	2	100									

### Findings of Discrimination Rendered by Basis

29 CFR §1614.704(i)				29 CFR §1614.705 Comparative Data											
Basis				Previous Fiscal Year Data											
				2006 end of 3 <sup>rd</sup> QTR		2005		2004		2003		2002		2001	
#	%			#	%	#	%	#	%	#	%	#	%	#	%

<b>Total Number Findings 704(i)(1)</b>	0		14									
<b>Number Findings Rendered Without Hearing 704(i)(2)</b>	0	0	0	0								
<b>Number Findings Rendered After Hearing 704(i)(3)</b>	0	0	14	100								
Race	0	0	0	0								
Color	0	0	0	0								
Religion	0	0	0	0								
National Origin	0	0	0	0								
Sex (include Equal Pay Act)	0	0	4	29								
Disability	0	0	6	43								
Age	0	0	3	21								
Reprisal	0	0	1	7								
<i>Number of complaints in the details pop-up may be less than the count displayed in the report, as each complaint can have multiple issues and bases</i>												

#### Findings of Discrimination Rendered by Issue

29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Issue	2006 end of 3 <sup>rd</sup> QTR		2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
	0		4									
<b>Total Number Findings 704(j)(1)</b>	0		4									
<b>Findings Without Hearing 704(j)(2)</b>	0	0	0	0								

<b>Findings After Hearing 704(j)(3)</b>	0	0	4	100								
Appointment/Hire	0	0	0	0								
Assignment of Duties	0	0	1	25								
Awards	0	0	0	0								
Conversion to Full-time	0	0	0	0								
Disciplinary Action (All)	0	0	0	0								
Disciplinary Action - Demotion	0	0	0	0								
Disciplinary Action - Reprimand	0	0	0	0								
Disciplinary Action - Suspension	0	0	0	0								
Disciplinary Action - Removal	0	0	0	0								
Disciplinary Action - Other	0	0	0	0								
Duty Hours	0	0	0	0								
Evaluation Appraisal	0	0	1	25								
Examination/Test	0	0	0	0								
Harassment (Sexual & Non-Sexual)	0	0	2	50								
Harassment - Non-Sexual	0	0	2	50								
Harassment - Sexual	0	0	0	0								
Medical Examination	0	0	0	0								

Pay (Including Overtime)	0	0	0	0								
Promotion/Non-Selection	0	0	0	0								
Reassignment (Denied & Directed)	0	0	0	0								
Reassignment - Denied	0	0	0	0								
Reassignment - Directed	0	0	0	0								
Reasonable Accommodation	0	0	0	0								
Reinstatement	0	0	0	0								
Retirement	0	0	0	0								
Termination	0	0	0	0								
Terms/Conditions of Employment	0	0	0	0								
Time and Attendance	0	0	0	0								
Training	0	0	0	0								
Other - User Defined	0	0	0	0								

#### Complaint Investigations

29 CFR §1614.704(l)		29 CFR §1614.705 Comparative DataPrevious Fiscal Year Data					
Investigations							
	2006end of3 <sup>rd</sup> QTR	2005	2004	2003	2002	2001	
Number Pending Completion of Investigation	21	16					
Pending	8	2					

Investigations Over Required Time Frames						
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